

EAST AYRSHIRE COUNCIL

JOINT NEGOTIATING COMMITTEE FOR TEACHERS

MINUTES OF MEETING HELD ON THURSDAY 4 DECEMBER 2003 AT 1000 HOURS IN THE MEETING ROOM, COUNCIL HEADQUARTERS, LONDON ROAD, KILMARNOCK

PRESENT: Councillors Tommy Farrell, John Knapp and Elaine Stewart; John Mulgrew, Director of Educational and Social Services; John McCarney, Head of Service: Schools Support; Graham Short, Head of Service: Quality Improvement; Bill McGregor, Head Teacher, James Hamilton Academy; Kathleen Rowan, Head Teacher, Netherthird Primary School and Trades Union Representatives: John McCracken, Ewen McLeod, Iain Harvey and Allan O'Mara (EIS); Robert S Vandal (PAT) and Andrew Batton (SSTA).

ATTENDING: Janice Shaw, Personnel Manager and Anne Marie Carr, Senior Administrative Officer.

APOLOGIES: Councillor Iain Linton, Alan Scott and Bryce Wilson (EIS).

CHAIR: John McCracken, Chair.

APPOINTMENT OF CHAIR FOR THE PERIOD TO OCTOBER 2004

1. Nominations were invited from the teachers' representatives for the office of Chair, John McCracken was proposed and was unanimously elected to serve as Chair.

APPOINTMENT OF VICE-CHAIR FOR THE PERIOD TO OCTOBER 2004

2. Nominations were invited from the Council representatives for the office of Vice-Chair, Councillor Farrell was proposed and was unanimously elected to serve as Vice-Chair.

MEMBERSHIP OF EAST AYRSHIRE COUNCIL JOINT NEGOTIATING COMMITTEE FOR TEACHERS FOR 2003/2004

3. It was reported and noted that the members of the Joint Negotiating Committee for Teachers for the period to October 2004 would be, viz:-

<u>Council Side</u>	<u>Trades Union Side</u>
Councillor Tommy Farrell	John McCracken (EIS)
Councillor Elaine Stewart	Bryce Wilson (EIS)
Councillor John Knapp	Ewen McLeod (EIS)
Councillor Iain Linton	Iain Harvey (EIS)
John Mulgrew, Director of Educational & Social Services	Allan O'Mara (EIS)
John McCarney, Head of Service: Schools Support	Alan Scott (EIS)

<u>Council Side</u>	<u>Trades Union Side</u>
Graham Short, Head of Service: Quality Improvement	Robert S Vandal (PAT)
Bill McGregor, Head Teacher, James Hamilton Academy	Andrew Batton (SSTA)
Kathleen Rowan, Head Teacher, Netherthird Primary School	Simon McMillan (NASUWT)

JOINT SECRETARIES OF EAST AYRSHIRE COUNCIL JOINT NEGOTIATING COMMITTEE FOR TEACHERS FOR 2003/2004

4. It was reported and noted that the Joint Secretaries of the Joint Negotiating Committee for Teachers for the period to October 2004 would be, viz:-

<u>Council Side</u>	<u>Trades Union Side</u>
John McCarney, Head of Service: School Support	Iain Harvey (EIS)

PROPOSED TIMETABLE OF FUTURE MEETINGS

5. There was submitted a report dated 24 November 2003 (circulated) by the Depute Chief Executive/Director of Corporate Resources which sought approval for dates and times of meetings for the Joint Negotiating Committee for Teachers during 2004. It was agreed that the timetable detailed below for future meetings and the arrangements for pre-meetings for both Elected Members and Officers and Trades Union representatives for the year 2004 be approved.

DATE OF MEETING	TIME OF MEETING	VENUE	PRE-MEETING - VENUE/TIME	
			MANAGEMENT SIDE	TRADE UNION SIDE
11 February 2004	1000 hours	Main Meeting Room	Main Meeting Room 0930 hrs	Meeting Room 2 0930 hrs
9 June 2004	1000 hours	Main Meeting Room	Main Meeting Room 0930 hrs	Meeting Room 2 0930 hrs
6 October 2004 (AGM)	1000 hours	Main Meeting Room	Main Meeting Room 0930 hrs	Meeting Room 2 0930 hrs

EXCLUSION OF PRESS AND PUBLIC

6. The Committee resolved that under Section 50A(4) of the Local Government (Scotland) Act 1973, as amended, that the Press and public be excluded from the meeting for the following items of business on the grounds that they involved the likely disclosure of exempt information as defined in Paragraph 11 of Schedule 7A of the Act.

MINUTES OF JOINT NEGOTIATING COMMITTEE FOR TEACHERS

7. There was submitted and approved as a correct record the Minutes of the meeting of the East Ayrshire Council Joint Negotiating Committee for Teachers of 4 June 2003.

DISCIPLINARY FRAMEWORK FOR TEACHERS

8. There was submitted a report dated 18 November 2003 (circulated) by the Director of Educational and Social Services which sought agreement on a disciplinary framework for teachers.

It was agreed:-

- (i) that the Disciplinary Framework for Teachers as detailed in Appendix 1 to the report be adopted;
- (ii) that the Joint Secretaries circulate this paper to all educational establishments and services; and
- (iii) otherwise, to note the contents of the report.

GRIEVANCE FRAMEWORK FOR TEACHERS

9. There was submitted a report dated 18 November 2003 (circulated) by the Director of Educational and Social Services which sought agreement on a grievance framework for teachers.

It was agreed:-

- (i) that the grievance framework for teachers as detailed in Appendix 1 to the report be adopted;
- (ii) that the Joint Secretaries circulate this paper to all educational establishments and services; and
- (iii) otherwise, to note the contents of the report.

ABSENCE COVER ARRANGEMENTS FOR TEACHERS IN PRIMARY, SECONDARY AND SPECIAL SCHOOLS

10. There was submitted a report dated 18 November 2003 (circulated) by the Director of Educational and Social Services which sought agreement on the absence cover arrangements to apply to teachers in primary, secondary and special schools in East Ayrshire.

It was agreed:-

- (i) that the absence cover agreement as detailed in Appendix 1 to the report be accepted for the financial year 2003/2004, in the first instance;
- (ii) that the composition of the absence cover monitoring sub-group, referred to in Standard Circular 50, would comprise representatives from the management side and the teachers' side involved in the informal negotiating mechanism which currently exists.;
- (iii) that the Joint Secretaries circulate this paper to all educational establishments and services; and
- (iv) otherwise, to note the contents of the report.

The meeting terminated at 1010 hours.